

Instructions: Submit a single PDF to the email address listed above by the deadline listed above. Include the questions and your firm's response to each question in the PDF.

#### Questions

1. Does your firm allow any contractual relationships between the search firm and candidates for a position (e.g., but not limited to, guarantee placement, payment of fees upon placement, or bonus upon placement)?

No, we do not offer candidates any such relationship or partnership.

2. Will your firm agree to forego and avoid any contractual relationships with candidates you would recommend for the NWFSC President position or who would be included in the pool for the NWFSC president position?

We will avoid any contractual relationships with the selected candidate. Those not moving forward in the search process may be contacted for future opportunities elsewhere.

3. Does your firm offer social media and print media reviews on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

Included in our fee is a 14-point background check consisting of financial, criminal, media, social media, degree verification, etc. This will thoroughly examine the background of the selected candidate. We have been using this successfully with 100% satisfaction of our clients. This is included in our fee and will be no additional cost to you.

4. Describe the type and level of criminal background assessment your firm completes on candidates and, if applicable, whether there are any additional charges beyond those disclosed in your original submission.

As stated above, a full and complete report regarding the candidate's criminal background history will be provided at no additional cost to you. We stake our reputation on the accuracy of these reports.

5. Does your firm conduct any form of personal fiscal review on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

As stated above in #4, the report you will receive on the selected candidate will go into great depth of the candidate's personal finances. You will have a complete breakdown of their debts, bank accounts, etc. This is included in our fee.

6. Describe the type of report or data your firm will provide to the search committee and/or Board of Trustees regarding each candidate's experience.

The Board/Search Committee will receive a complete CV, full reference checking, background check (as described above in #4 will be completed on the final 3 candidates), a complete write up of our intake calls with the candidates, full degree verification of their work, and additional documentation of their ability to meet the stated goals as set forth by the Board. We complete 300+ Education assignments each year with a 99% successful completion rate. Our work comes with a full one-year replacement guarantee. I have completed over 325 searches and had to return and redo 1 Provost search. And that was because the candidate left after 11 months to accept a Presidential role at a prestigious institution. We could not have been happier for him. ZRG will not let you down. I will personally lead this search, and as Practice Leader for our Education Practice, I take that guarantee seriously.

Gene Head  
Managing Director  
Global Head, Education Practice

ZRG Partners